

1 Recognizing the traditional Odawak value of respect and economic interests of all people and in
2 accordance with the Little Traverse Bay Bands of Odawa Indians Tribal Constitution’s *Directive*
3 *Principles*, the Tribe will “*Promote with special care the health, educational and economic*
4 *interests of all the people, especially our children and elders, and shall protect them from social*
5 *injustice and all forms of exploitation;*”.

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7 **A.** Any person who has been convicted of a crime against an Elder, woman, child or a
8 person with disabilities shall be prohibited from being hired or holding a position of manager or
9 supervisor, or be employed in a position that has managerial or supervisory duties over other
10 persons within the Tribal government or enterprises.

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12 **B.** Any person who has been held responsible for sexual harassment by either a formal
13 proceeding which may include an agency hearing, mediation or arbitration, or in a court of
14 competent jurisdiction shall be prohibited from being hired or holding a position of manager or
15 supervisor, or be employed in a position that has managerial or supervisory duties over other
16 people within Tribal government or enterprises.

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19 **SECTION IV. BACKGROUND CHECKS**

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21 Any person or department who in has the authority or duty to hire, assess, promote, investigate
22 or license an employee, shall immediate complete a background check of all persons who are
23 either a manager or supervisor to determine whether or not they are prohibited from holding such
24 position in accordance with this Statute and shall take necessary actions to comply with this
25 Statute.

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28 **SECTION V. REGULATIONS**

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30 Any regulations promulgated or required in accordance with this Statute shall follow the
31 Administrative Procedures Act and be submitted to Tribal Council for approval.

1 **SECTION VI. SEVERABILITY**

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3 If any section, subsection, paragraph, sentence, phrase or portion of this Statute is, for any
4 reason, held invalid or unconstitutional by any court of competent jurisdiction, such portion shall
5 be deemed a separate, distinct and independent provision and such holding shall not affect the
6 validity of the remaining portions thereof.
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9 **SECTION VII. EFFECTIVE DATE**

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11 Effective upon signature of the Executive or thirty (30) days from Tribal Council approval
12 whichever comes first or if the Executive vetoes the legislation, then upon Tribal Council
13 override of the veto.
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16 **SECTION VIII. OTHER RELATED STATUTES**

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18 See Waganakising Odawak Statute (WOS) 2015-007 Tribal Government Human Resources
19 Department, Waganakising Odawak Statute (WOS) 2011-005 Gaming Regulatory Statute, WOS
20 2014-005 Ziibimijwang, Inc. Statute, WOS 2009-018 Tribal Traditional Burial Board Statute,
21 WOS 2018-014 Odawa Construction Corporation Statute, WOS 2009-024 Odawa Economic
22 Development Management Inc. Statute, or as may be amended.
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